

Article 2.10

Bilingual Pay

Concerns: Middle Managers and Professional employees receive fifty percent of the compensation as Public Safety employees for the same bilingual skills and requirements.

Those employees who, upon the recommendation of the Appointing Authority and approval of the Director of Human Resources, are regularly required to use their bilingual skills in the performance of their duties will receive ~~\$100~~ \$200 per month in addition to their regular pay. Upon appropriate approval, employees requesting bilingual pay must successfully complete a Bilingual Performance Examination. Employees who wish to continue receiving bilingual pay must successfully complete a Bilingual Performance Examination once every three (3) years.

Results: This proposal achieves parity with police and fire employees receiving bilingual pay based on the same skill levels and requirements.